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**THE FACTORS INFLUENCE JOB SATISFACTION AMONG
PRESCHOOL TEACHERS IN PENANG**



SAFIZAWATI BINTI SAHID

Universiti Utara Malaysia

MASTER OF SCIENCES (MANAGEMENT)

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TEACHERS IN PENANG**

BY

SAFIZAWATI BINTI SAHID



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Universiti Utara Malaysia

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SAFIZAWATI BINTI SAHID (823057)

Calon untuk Ijazah Sarjana

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ABSTRACT

This study aims to look at the factors that influence job satisfaction among preschool teachers in Penang. Main objective of present study is to identify correlations between physical facilities, workload, communication and employee competencies on job satisfaction. Present study was incorporate quantitative approach where data were collected using a set of questionnaires. Questionnaires were used as a medium to obtain feedback from the respondents. The sample of this study context is teachers of preschool classes in Penang state which has a total of 191 respondents participated in this study. The findings showed that physical facilities and workload is significantly related to job satisfaction. In contrast, communication and employee competencies were not predicting job satisfaction. This study has provided a better understanding of the factors that influence job satisfaction among preschool teachers. Results of this study provide benefits to the preschool teachers, particularly the school stakeholder in knowing and measuring the level of satisfaction of their teachers.

Keywords: *job satisfaction, preschool teachers, physical facilities, workload, communication and employee competencies.*

ABSTRAK

Tujuan kajian ini dijalankan bagi melihat faktor-faktor yang mempengaruhi tahap kepuasan kerja di kalangan guru-guru prasekolah di Pulau Pinang. Objektif utama kajian ini adalah untuk mengenal pasti korelasi antara kemudahan fizikal, beban kerja, komunikasi dan kecekapan pekerja terhadap kepuasan kerja. Kajian semasa menggabungkan pendekatan kuantitatif di mana data dikumpulkan menggunakan satu set soal selidik. Soal selidik digunakan sebagai medium untuk mendapatkan maklum balas daripada responden. Sampel kajian ini adalah guru kelas prasekolah di negeri Pulau Pinang yang mempunyai 191 responden yang terlibat dalam kajian ini. Hasil kajian menunjukkan bahawa kemudahan fizikal dan beban kerja sangat berkaitan dengan kepuasan kerja. Sebaliknya, komunikasi dan kecekapan pekerja tidak mempunyai hubungan dengan tahap kepuasan kerja. Kajian ini telah memberikan pemahaman yang lebih baik tentang faktor-faktor yang mempengaruhi kepuasan kerja di kalangan guru prasekolah. Hasil kajian ini memberi manfaat kepada guru-guru prasekolah, khususnya para pentadbir sekolah dalam mengetahui dan mengukur tahap kepuasan kerja guru-guru prasekolah.

Kata kunci: *kepuasan kerja, guru prasekolah, kemudahan fizikal, beban kerja, komunikasi dan kecekapan pekerja.*

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Safizawati Sahid

Matric: 823057

Master of Science (Management)

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LIST OF ABBREVIATIONS

DV	Dependent Variable
FPE	Free Primary Education
IAQ	Indoor Air Quality
IC	Internal Communication
ICT	Information and Communications Technology
IV	Independent Variable
JPN	Jabatan Pendidikan Negeri
JS	Job Satisfaction
KMO	Kaiser-Mayer Olkin
KPM	Kementerian Pendidikan Malaysia
KSPK	Kurikulum Standard Prasekolah Kebangsaan
MOE	Ministry of Education
NFER	National Foundation for Educational Research
NPT	New Preschool Teacher
NUTP	National Union of the Teaching Profession
PF	Physical Facilities
PPPM	Pelan Pembangunan Pendidikan Malaysia
PTA	Parent Teacher Association
SD	Standard Deviation
SPSS	Statistical Package for Social Science
TVET	Pendidikan dan Latihan Teknikal dan Vokasional
UNICEF	United Nations International Children's Emergency Fund
VMO	Vision, Mission and Objectives
WHO	World Health Organization

CHAPTER 1

INTRODUCTION

1.0 Introduction

This chapter explains the introduction of research, general description and an overview of research process. This research gives priority and analysis of teachers at preschool classes in Penang state on issues of job satisfaction. Moreover, this chapter is bounded with sub-sections like problem statement, research objectives, research questions, research scope, conceptual definitions, and organization of dissertation.

1.1 Background of Study

Teachers is predominant key drive to achieve Malaysia's objective in education which aims to enhance quality of educations that able to develop useful human capital of nation. Generally, teachers play crucial role in educating pupils with intent to produce high quality generation with the capability to deal with 21st century globalization, it's especially starting with preschool teachers who has the gigantic obligation to make the students love to learn and educate them patiently.

To achieve this, Kementerian Pendidikan Malaysia (KPM) has introduced Pelan Pembangunan Pendidikan Malaysia (PPPM) 2013-2025 and 21st century learning and facilitating idea divided into five phases including preschool, primary, secondary as well tertiary studies. These curriculum reformations encompassed all aspects of skills and competencies that may fulfil the needs of 21st century education and to achieve this purpose, Kurikulum Standard Prasekolah Kebangsaan (KSPK) was implemented

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APPENDIX A
QUESTIONNAIRE



Questionnaire/ Soal Selidik

The factors influence job satisfaction among preschool teacher in Penang

Faktor-faktor mempengaruhi kepuasan kerja di kalangan guru prasekolah di Pulau Pinang

Dear Respondent,

I am a Master of Science (Management) student at Universiti Utara Malaysia. The questionnaire contains two sections: Section A and Section B. The purpose of this questionnaire is to identify the factors influence job satisfaction among preschool teachers in Pulau Pinang. All the information provided is CONFIDENTIAL and used for academic purpose only. We will not publish any information that would involve any individual or organization for other purposes. Thank you for your time and cooperation in completing this research.

Responden yang dihormati,

Saya merupakan pelajar Sarjana Sains (Pengurusan) di Universiti Utara Malaysia. Soal selidik ini mengandungi dua Bahagian: Bahagian A dan Bahagian B. Tujuan soal selidik ini adalah untuk mengenal pasti Faktor-faktor mempengaruhi kepuasan kerja di kalangan guru-guru prasekolah di Pulau Pinang. Semua maklumat yang diberikan adalah SULIT dan digunakan untuk tujuan akademik sahaja. Kami tidak akan menyiarkan sebarang maklumat yang akan melibatkan mana-mana individu atau organisasi bagi tujuan lain. Terima kasih di atas masa dan kerjasama anda dalam menyiapkan penyelidikan ini.

Researcher's Name/ Nama Penyelidik: Safizawati binti Sahid (823057)

Master of Science (Management)/ Sarjana Sains Pengurusan

Universiti Utara Malaysia (UUM)

Email: safizawati_sahid@oyagsb.uum.edu.my

Section A: Demographical Background of the Respondent

Bahagian A: Latar Belakang Demografi Responden

This section is to obtain information of the respondent background. Please tick (/) in the appropriate selection. *Bahagian ini adalah untuk mendapatkan maklumat mengenai latar belakang responden. Sila tandakan (/) pada pilihan yang berkenaan.*

1. Gender/ *Jantina*:

☐ Male/*Lelaki* ☐ Female/*Perempuan*

2. Age/ *Umur*:

☐ ≤ 25 ☐ 36-45

☐ 26-35 ☐ 46-55

☐ >55

3. Ethnic Group/ *Kumpulan Etnik*:

☐ Malay/*Melayu* ☐ Indian/*India*

☐ Chinese/*Cina* ☐ Others/*Lain-lain*: _____ (Please State/*Sila Nyatakan*)

4. Religion/ *Agama*:

☐ Muslim/*Islam* ☐ Christianity/*Kristian*

☐ Buddhism/*Buddha* ☐ Hinduism/*Hindu*

☐ Others/*Lain-lain*: _____ (Please State/*Sila Nyatakan*)

5. Highest Educational Level/ *Tahap Pendidikan Tertinggi*

☐ SPM / *STPM* ☐ Degree / *Ijazah sarjana muda*

☐ Diploma ☐ Master / *Ijazah Sarjana*

☐ PHD ☐ Others/ *Lain-lain*: _____ (Please State/ *Sila Nyatakan*)

6. Working experience/ *Pengalaman bekerja*:

☐ 0-5 ☐ 11-15

☐ 6-10 ☐ More than 15

Section B: Questionnaire regarding the factors influence job satisfaction among preschool teachers in Pulau Pinang.

Bahagian B: Soal Selidik Mengenai Faktor-faktor mempengaruhi tahap kepuasan kerja di kalangan guru-guru prasekolah di Pulau Pinang.

Please indicate your respond to the following statement according to the scale below.

Sila nyatakan jawapan anda dengan kenyataan berikut mengikut skala di bawah.

1	2	3	4	5
Strongly Disagree/ Sangat Tidak Setuju	Disagree/ Tidak Setuju	Neutral/ Neutral	Agree/ Setuju	Strongly Agree/ Sangat Setuju
Questions				
	Job Satisfaction / <i>Kepuasan Kerja</i>			
1	I feel I am being paid a fair amount for the work I do <i>Saya merasa saya dibayar dengan adil untuk kerja yang saya lakukan</i>	1	2	3
2	There is really too little chance for promotion on my job. <i>Terdapat terlalu sedikit peluang untuk kenaikan pangkat di dalam pekerjaan saya.</i>	1	2	3
3	My supervisor is quite competent in doing his or her job. <i>Penyelia saya berkebolehan dalam melaksanakan kerjanya.</i>	1	2	3
4	I am not satisfied with the benefit I receive. <i>Saya berpuas hati dengan faedah yang saya terima.</i>	1	2	3
5	When I do a good job, I receive the recognition for it that I should receive. <i>Apabila saya melakukan pekerjaan dengan baik, saya menerima penghargaan yang patut saya terima.</i>	1	2	3
6	Many of our rules and procedures make doing a good job difficult <i>Banyak peraturan dan prosedur kerja membuatkan saya sukar untuk melaksanakan kerja dengan baik.</i>	1	2	3
7	I like the people I work with. <i>Saya suka orang yang bekerja dengan saya</i>	1	2	3
8	I sometimes feel my job is meaningless. <i>Kadang kala saya merasa pekerjaan saya tidak bermakna</i>	1	2	3
9	Communications seem good within this organization	1	2	3

	<i>Komunikasi kelihatan baik di dalam organisasi ini.</i>					
10	Raises are too few and far between <i>Kenaikan gaji adalah terlalu sedikit dan jarang berlaku</i>	1	2	3	4	5
11	Those who do well on the job stand a fair chance of being promoted <i>Mereka yang melakukan kerja dengan baik mendapat peluang yang adil untuk kenaikan pangkat</i>	1	2	3	4	5
12	My supervisor is unfair to me. <i>Penyelia saya bersikap tidak adil pada saya.</i>	1	2	3	4	5
13	The benefits we receive are as good as most other organisations offer. <i>Faedah pekerjaan yang saya terima adalah sebaik yang ditawarkan oleh organisasi lain.</i>	1	2	3	4	5
14	I do not feel that the work I do is appreciated. <i>Saya tidak merasa kerja yang saya lakukan dihargai.</i>	1	2	3	4	5
15	My efforts to do a good job are seldom blocked by red tape <i>Usaha saya untuk melakukan kerja yang baik jarang dihalang oleh karenah birokrasi.</i>	1	2	3	4	5
16	I find I have to work harder at my job because of the incompetence of people I work with. <i>Saya dapati saya terpaksa bekerja dengan lebih keras kerana orang yang bekerja dengan saya tidak berkebolehan.</i>	1	2	3	4	5
17	I like doing the things I do at work. <i>Saya suka perkara yang saya lakukan di tempat kerja.</i>	1	2	3	4	5
18	The goals of this organization are not clear to me. <i>Matlamat prasekolah ini adalah tidak jelas kepada saya.</i>	1	2	3	4	5
19	I feel unappreciated by the organization when I think about what they pay me. <i>Saya berasa tidak dihargai oleh sekolah apabila saya fikir mengenai apa yang mereka bayar kepada saya.</i>	1	2	3	4	5
20	People get ahead as fast here as they do in other places. <i>Pekerja di sini bergerak ke depan sama cepat seperti di tempat lain.</i>	1	2	3	4	5
21	My supervisor shows too little interest in the feelings of subordinates.	1	2	3	4	5

	<i>Penyelia saya menunjukkan terlalu sedikit minat berhubung dengan perasaan pekerja bawahannya.</i>					
22	The benefit package we have is equitable. <i>Pakej faedah yang saya dapat adalah berpatutan.</i>	1	2	3	4	5
23	There are few rewards for those who work here. <i>Terlalu sedikit ganjaran diberikan kepada mereka yang bekerja di sini.</i>	1	2	3	4	5
24	I have too much to do at work. <i>Saya mempunyai terlalu banyak perkara yang perlu dilakukan di tempat kerja</i>	1	2	3	4	5
25	I enjoy my co-workers. <i>Saya suka rakan sekerja saya.</i>	1	2	3	4	5
26	I often feel that I do not know what is going on with the organization. <i>Saya sering merasa bahawa saya tidak tahu tentang apa yang berlaku dengan prasekolah ini.</i>	1	2	3	4	5
27	I feel a sense of pride in doing my job. <i>Saya merasa bangga di dalam melakukan kerja saya.</i>	1	2	3	4	5
28	I feel satisfied with my chances for salary increases. <i>Saya merasa puas dengan peluang kenaikan gaji saya.</i>	1	2	3	4	5
29	There are benefits we do not have which we should have. <i>Saya tidak mendapat faedah yang sepatutnya saya terima.</i>	1	2	3	4	5
30	I like my supervisor. <i>Saya suka penyelia saya.</i>	1	2	3	4	5
31	I have too much paperwork. <i>Saya mempunyai terlalu banyak kertas kerja.</i>	1	2	3	4	5
32	I don't feel my efforts are rewarded the way they should be. <i>Saya tidak merasa usaha saya diberikan ganjaran yang sepatutnya.</i>	1	2	3	4	5
33	I am satisfied with my chances for promotion. <i>Saya berpuas hati dengan peluang kenaikan pangkat saya.</i>	1	2	3	4	5
34	There is too much bickering and fighting at work.	1	2	3	4	5

	<i>Terdapat banyak pertengkaran dan perselisihan yang berlaku di tempat kerja.</i>					
35	My job is enjoyable. <i>Kerja saya menyeronokkan.</i>	1	2	3	4	5
36	Work assignments are not fully explained. <i>Tugasan kerja tidak dijelaskan dengan sepenuhnya</i>	1	2	3	4	5
	Physical facilities / Kemudahan fizikal					
37	Preschool have up-to-date equipment. <i>Prasekolah mempunyai peralatan terkini.</i>	1	2	3	4	5
38	The preschool physical facilities are visually appealing. <i>Kemudahan fizikal prasekolah adalah menarik dari segi visual.</i>	1	2	3	4	5
39	Teacher and PPM are well dresses and appear neat. <i>Guru dan PPM adalah berpakaian elok dan kemas.</i>	1	2	3	4	5
40	The appearance of the physical facilities of childcare is in keeping with the types of service provided. <i>Kemudahan fizikal prasekolah adalah selaras dengan jenis perkhidmatan yang disediakan</i>	1	2	3	4	5
	Workload/ Beban Tugas					
41	My workload has increased over the past 12 months. <i>Beban tugas saya semakin bertambah dalam masa 12 bulan kebelakangan ini.</i>	1	2	3	4	5
42	I often need to work after hours to meet my work requirements. <i>Saya selalu terpaksa bekerja selepas tamat waktu sekolah bagi menyiapkan tugas.</i>	1	2	3	4	5
43	The amount of administration I am expected to do is reasonable. <i>Jumlah kerja pentadbiran yang saya peroleh adalah berpatutan.</i>	1	2	3	4	5
44	I know what is expected of me in my role. <i>Saya tahu apa yang diharapkan dari peranan saya.</i>	1	2	3	4	5
45	I am willing to put in a great deal of effort in order to help this school be successful <i>Saya sanggup memberikan banyak usaha untuk membantu sekolah ini berjaya</i>	1	2	3	4	5

46	I feel acknowledged for a job well done <i>Saya dihargai bagi kerja terbaik yang saya lakukan</i>	1	2	3	4	5
47	I am supported when change and new initiatives are being introduced. <i>Saya disokong apabila ada perubahan dan inisiatif baru diperkenalkan.</i>	1	2	3	4	5
48	Staff morale in high within any department, school or unit <i>Semangat pekerja tinggi di dalam mana-mana jabatan, sekolah atau unit</i>	1	2	3	4	5
	Communication/ Komunikasi					
49	I have been interact with each child in a warm and friendly way. <i>Saya telah berinteraksi dengan setiap kanak-kanak dengan melalui cara yang mesra.</i>	1	2	3	4	5
50	I have been initiate and maintain respectful communication with each child. <i>Saya telah memulakan dan mengekalkan perhubungan yang baik dengan setiap kanak-kanak.</i>	1	2	3	4	5
51	I have been communicate effectively to promote respect and professional teamwork. <i>Saya berkomunikasi secara efektif untuk menggalakkan sikap saling menghormati dan kerja berpasukan secara profesional</i>	1	2	3	4	5
52	I have been communicate with families effectively to exchange information about each child and preschool. <i>Saya sentiasa berkomunikasi dengan pihak keluarga secara berkesan untuk bertukar maklumat mengenai setiap kanak-kanak dan prasekolah.</i>	1	2	3	4	5
53	I have the written information about the preschool's management which is readily available to families. <i>Saya mempunyai maklumat bertulis mengenai prasekolah yang telah tersedia untuk keluarga murid.</i>	1	2	3	4	5
54	I have given the written information about the preschool's management to staff. <i>Saya telah memberi maklumat bertulis mengenai pengurusan prasekolah kepada kakitangan.</i>	1	2	3	4	5
	Employee competencies / Kecekapan pekerja					

55	I have the knowledge from every day experiences and formal education experience about preschool. <i>Saya mempunyai pengetahuan dari pengalaman harian dan juga pengalaman pendidikan secara formal tentang prasekolah.</i>	1	2	3	4	5
56	I am able to manage several task at once, being able to set priorities and allocate time efficiently in order to meet deadlines in preschool. <i>Saya dapat menguruskan beberapa tugas sekaligus, dapat menetapkan keutamaan dan memperuntukkan masa dengan cekap untuk mengejar tarikh akhir tugas di prasekolah.</i>	1	2	3	4	5
57	I am able to maintain energy level, motivating myself to perform, maintain positive attitude and responding appropriately to criticism in preschool. <i>Saya dapat mengekalkan tenaga, memotivasi diri saya untuk melakukan sesuatu kerja,, mengekalkan sikap positif dan bertindak balas dengan tepat kepada kritikan di prasekolah.</i>	1	2	3	4	5
58	I am able to identify, prioritizing and solving problem in preschool. <i>Saya dapat mengenal pasti, mengutamakan dan menyelesaikan masalah di prasekolah.</i>	1	2	3	4	5

Thank you for your cooperation!

Terima kasih di atas kerjasama anda!

APPENDIX B

Reliability Analysis for Pilot Test

Scale: JS

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.773	36

Scale: PF

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.854	4

Scale: WL**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.686	8

Scale: Communication**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.760	6

Scale: EC**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables
in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.619	4



APPENDIX C

Reliability Analysis for Actual Study

Scale: JS

Case Processing Summary

		N	%
Cases	Valid	191	100.0
	Excluded ^a	0	.0
	Total	191	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's	
Alpha	N of Items
.812	36

Scale: PF

Case Processing Summary

		N	%
Cases	Valid	191	100.0
	Excluded ^a	0	.0
	Total	191	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's	
Alpha	N of Items
.799	4

Scale: WL

Case Processing Summary

		N	%
--	--	---	---

Cases	Valid	191	100.0
	Excluded ^a	0	.0
	Total	191	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's	
Alpha	N of Items
.590	8

Scale: Comm

Case Processing Summary

		N	%
Cases	Valid	191	100.0
	Excluded ^a	0	.0
	Total	191	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's	
Alpha	N of Items
.879	6

Scale: EC

Case Processing Summary

		N	%
Cases	Valid	191	100.0
	Excluded ^a	0	.0
	Total	191	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.754	4



APPENDIX D

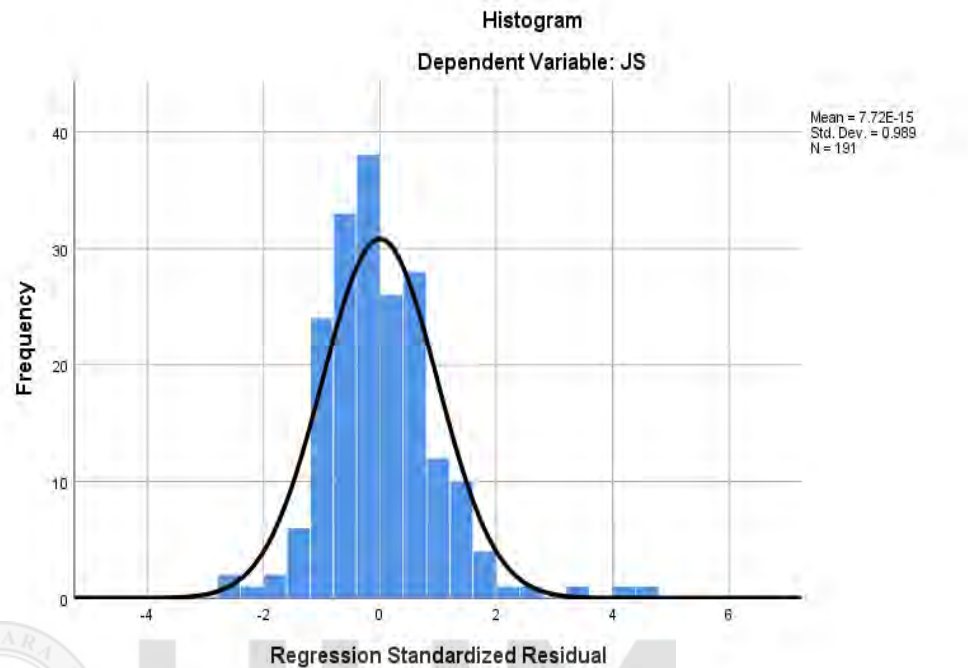
Descriptive Statistics, Skewness and Kurtosis

Descriptive Statistics					
	N	Skewness		Kurtosis	
	Statistic	Statistic	Std. Error	Statistic	Std. Error
JS	191	1.100	.176	2.997	.350
PF	191	-.178	.176	-.714	.350
WL	191	-.167	.176	-.222	.350
Comm	191	-.328	.176	1.098	.350
EC	191	.044	.176	-.148	.350
Valid N (listwise)	191				

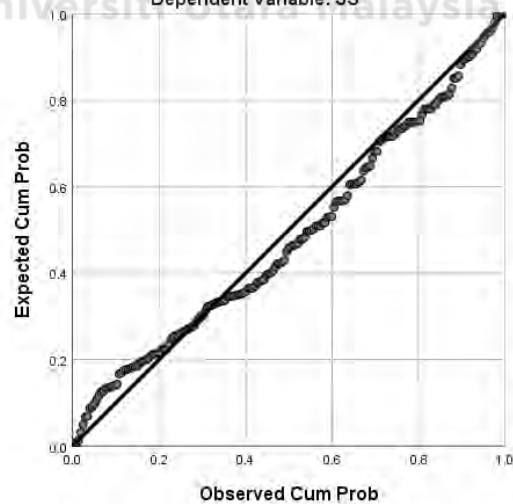


APPENDIX E

Normal P-Plot and Statistics Histogram



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: JS



APPENDIX F

Correlations

		Correlations				
		JS	PF	WL	Comm	EC
JS	Pearson Correlation	1	-.193**	.497**	.196**	.146*
	Sig. (2-tailed)		.007	.000	.007	.044
	N	191	191	191	191	191
PF	Pearson Correlation	-.193**	1	-.090	.162*	.240**
	Sig. (2-tailed)	.007		.213	.025	.001
	N	191	191	191	191	191
WL	Pearson Correlation	.497**	-.090	1	.466**	.319**
	Sig. (2-tailed)	.000	.213		.000	.000
	N	191	191	191	191	191
Comm	Pearson Correlation	.196**	.162*	.466**	1	.576**
	Sig. (2-tailed)	.007	.025	.000		.000
	N	191	191	191	191	191
EC	Pearson Correlation	.146*	.240**	.319**	.576**	1
	Sig. (2-tailed)	.044	.001	.000	.000	
	N	191	191	191	191	191

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Regression

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.520 ^a	.271	.255	.27665

a. Predictors: (Constant), EC, PF, WL, Comm

b. Dependent Variable: JS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.281	4	1.320	17.251	.000 ^b
	Residual	14.236	187	.077		
	Total	19.517	191			

a. Dependent Variable: JS

b. Predictors: (Constant), EC, PF, WL, Comm

Coefficients ^a						
Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	1.938	.234		8.291	.000
	PF	-.061	.026	-.156	-2.366	.019
	WL	.406	.061	.482	6.646	.000
	Comm	-.020	.056	-.030	-.363	.717
	EC	.027	.046	.047	.598	.550

a. Dependent Variable: JS



APPENDIX G



KEMENTERIAN PENDIDIKAN MALAYSIA
BAHAGIAN PERANCANGAN DAN PENYELIDIKAN DASAR PENDIDIKAN
ARAS 1-4, BLOK E8
KOMPLEKS KERAJAAN PARCEL E
PUSAT Pentadbiran Kerajaan Persekutuan
62604 PUTRAJAYA

TEL : 0388846591
FAXS : 0388846579

Ruj. Kami : KPM.600-3/2/3-eras(4360)
Tarikh : 18 Jun 2019

SAFIZAWATI BINTI SAHID
NO. KP : 790429075320

SEKOLAH KEBANGSAAN KONGSI
BALIK PULAU, PULAU PINANG 11000 BALIK PULAU
PULAU PINANG

Tuan,

KELULUSAN UNTUK MENJALANKAN KAJIAN DI SEKOLAH, INSTITUT PENDIDIKAN GURU, JABATAN PENDIDIKAN NEGERI DAN BAHAGIAN DI BAWAH KEMENTERIAN PENDIDIKAN MALAYSIA

Perkara di atas adalah dirujuk.

2. Sukacita dimaklumkan bahawa permohonan tuan untuk menjalankan kajian seperti di bawah telah diluluskan.

" FACTORS INFLUENCE JOB SATISFACTION AMONG PRESCHOOL TEACHERS IN PULAU PINANG "

3. Kelulusan adalah berdasarkan kepada kertas cadangan penyelidikan dan instrumen kajian yang dikemukakan oleh tuan kepada bahagian ini. Walau bagaimanapun kelulusan ini bergantung kepada kebenaran Jabatan Pendidikan Negeri dan Pengetua / Guru Besar yang berkenaan.

4. Surat kelulusan ini sah digunakan bermula dari 18 Jun 2019 hingga 15 Ogos 2019 .

5. Tuan dikehendaki menyerahkan senaskhah laporan akhir kajian dalam bentuk *hardcopy* bersama salinan *softcopy* berformat pdf dalam CD kepada Bahagian ini. Tuan juga diingatkan supaya mendapat kebenaran terlebih dahulu daripada Bahagian ini sekiranya sebahagian atau sepenuhnya dapatan kajian tersebut hendak diterbitkan di mana-mana forum, seminar atau diumumkan kepada media massa.

Sekian untuk makluman dan tindakan tuan selanjutnya. Terima kasih.

"BERKHIDMAT UNTUK NEGARA"

Saya yang menjalankan amanah,

Ketua Sektor
Sektor Penyelidikan dan Penilaian
b.p. Pengarah
Bahagian Perancangan dan Penyelidikan Dasar Pendidikan
Kementerian Pendidikan Malaysia

salinan kepada:-

JABATAN PENDIDIKAN PULAU PINANG

* SURAT INI DIJANA OLEH KOMPUTER DAN TIADA TANDATANGAN DIPERLUKAN *

APPENDIX H



KEMENTERIAN PENDIDIKAN MALAYSIA
Jabatan Pendidikan Negeri Pulau Pinang
Jalan Bukit Gambir
11700 Pulau Pinang

TEL : +604-6575500
FAKS : +604-6521025
Laman Web : <http://www.moe.gov.my>

Ruj Tuan :
Ruj Kami : JPNPP(PER) 1000-4/2 Jld.13(46)
Tarikh : 22 JUN 2019



Safizawati binti Sahid
Sekolah Kebangsaan Kongsi,
11000 Balik Pulau, Pulau Pinang.

Tuan/Puan,

**KELULUSAN UNTUK MENJALANKAN KAJIAN DI SEKOLAH, INSTITUT
PERGURUAN, JABATAN PENDIDIKAN NEGERI DAN BAHAGIAN – BAHAGIAN DI
BAWAH KEMENTERIAN PENDIDIKAN MALAYSIA**

Dengan hormatnya saya diarah merujuk perkara tersebut di atas.

2. Surat kelulusan menjalankan kajian daripada Bahagian Perancangan Dan Penyelidikan Dasar Pendidikan, Kementerian Pendidikan Malaysia bertarikh 18 Jun 2019 adalah dirujuk.
3. Dengan ini dimaklumkan bahawa pihak Jabatan Pendidikan Pulau Pinang, tiada halangan untuk Tuan/Puan menjalankan penyelidikan di sekolah-sekolah negeri Pulau Pinang yang bertajuk:

"Factors Influence Job Satisfaction Among Preschool Teachers In Pulau Pinang"
diluluskan.

4. Walau bagaimanapun Tuan/Puan adalah tertakluk kepada syarat-syarat seperti berikut:
 - 4.1 Mendapat kebenaran dari Pengetua/Guru Besar sekolah berkenaan.
 - 4.2 Tidak mengganggu perjalanan, peraturan dan disiplin sekolah.
 - 4.3 Segala maklumat yang dikumpul adalah untuk tujuan akademik sahaja.
 - 4.4 Menghantar satu salinan laporan kajian ke Jabatan ini setelah selesai kajian.
 - 4.5 Sila kemukakan surat ini apabila berurusan dengan pihak sekolah.
 - 4.6 Surat ini berkuatkuasa sehingga 15 Ogos 2019.

Sekian, terima kasih.

"BERKHIDMAT UNTUK NEGARA"

'Saya yang menjalankan amanah'

(SUHAIMI BIN SAIDIN)
Penolong Pendaftar Institusi Pendidikan
Jabatan Pendidikan Pulau Pinang
b.p Ketua Pendaftar Institusi Pendidikan
Kementerian Pendidikan Malaysia